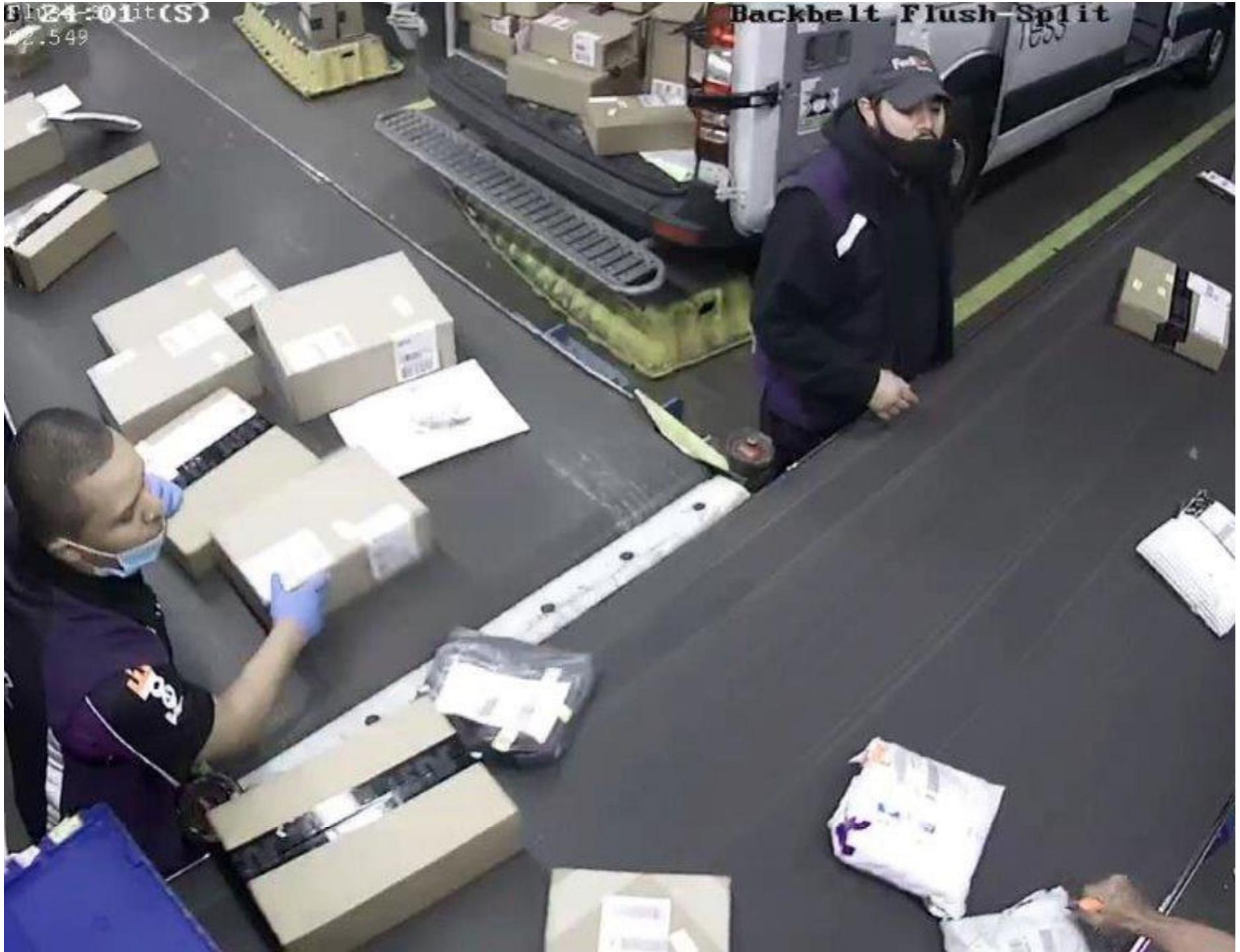


FEC 1497



FEC 1498

**Security Investigative Report**

Date: May 25, 2021

To: Chris Borka

From: James Cahill

cc: Stephen Rourke  
John Walsh

Re: eSIMS-C-11248947-G2Y4P9  
Handler Augusto Alzate EE# 5112103 (subject)  
Courier Kevin Campbell EE# 5261177 (subject)  
LGAA - Maspeth, NY  
Tri-State District / Eastern Region  
Workplace Violence

**Investigative Summary:**

On May 18, 2021, an investigation was initiated regarding a reported incident of WPV that occurred during the May 18, 2021 FedEx Express LGAA AM sort process. It was reported FedEx Express LGAA Handler Augusto Alzate and LGAA Courier Kevin Campbell were involved in a verbal altercation that quickly escalated to a physical confrontation, requiring several employees to intervene. In addition, it was reported during the altercation, Alzate pulled a box cutter from his waist area, menacing/threatening Campbell. There were no reported injuries.

On May 19, 2021, I concluded interviews with all pertinent individuals involved. The result of this investigation appeared to show both Alzate and Campbell were in clear violation of the Workplace Violence Policy.

On May 19, 2021, the investigation into this matter was concluded. The facts and circumstances of this investigation were reviewed with LGAA Senior Manager Eric Warnders for the appropriate attention.

On May 25, 2021, both Alzate and Campbell were terminated at the direction of Warnders for violation of FedEx Express Policy 2-5.

**Investigative Details and Factual Findings:**

On May 18, 2021, an investigation was initiated regarding a reported incident of WPV that occurred during the May 18, 2021 FedEx Express LGAA AM sort process. It was reported FedEx Express LGAA Handler Augusto Alzate EE# 5112103 and LGAA Courier Kevin Campbell EE# 5261177 were involved in a verbal altercation that quickly escalated to a physical confrontation, requiring several employees to intervene. In addition, it was reported during the altercation, Alzate pulled a box cutter from his waist area, menacing/threatening Campbell. The incident was brought under control by other LGAA employees, who physically separated Alzate and Campbell, there were no reported or apparent injuries.

On May 18, 2021, both Alzate and Campbell were suspended pending the outcome of this investigation. There were no reported injuries.

May 18, 2021, I conducted a VSS review. The results were as follows:

Utilizing LGAA Camera-Back Belt Flush-Split showed the following:

- 0823:40 showed Alzate approaching Campbell's work area in a clearly agitated state, flailing his arms, while pushing several packages in Campbell's direction.
- 0823:50 Campbell was observed aggressively approaching Alzate, apparently making physical contact with Alzate in the chest area, causing him (Alzate) to take several steps back.
- 0823:58 Alzate was observed removing an orange handled box cutter from a utility pouch secured to the right side of his belt area, extending the blade then advancing towards Campbell.

0824:01 Alzate and Campbell were outside of the listed camera view.

Utilizing LGAA Camera-Back Belt Gama-Flush showed the following:

- 0824:01 - 08:24:30 Alzate and Campbell were observed in a violent physical struggle over control of the box cutter that was clearly in Alzate's right hand at head level of Campbell. Campbell could be observed using both of his hands, attempting to control Alzate's arm while struggling for control of the box cutter. The review also showed it took approximately thirty seconds for several employees to separate the two.
- 0824:35 Campbell and Alzate were separated by several employees and the box cutter was removed from Alzate.

A review of Alzate's written statement was not consistent with the VSS review, Alzate stated the box cutter was in his hand because he used it to repack boxes, the VSS review clearly showed the box cutter was secured in a utility pouch on the right side of his waist area when he (Alzate) intentionally took it out, extend the blade, then advanced towards Campbell.

A review of the other witness statements obtained by management were consistent with the VSS review.

LGAA management confirmed Alzate's job function was to repack packages, as well as process CONS bags that were processed during the sort, Alzate being in possession of the cutting instrument was necessary to perform his job functions

On May 18, 2021, I conducted an audio recorded interview of FedEx Express LGAA Courier Jose Moreno EE# 5194912 at LGAA. Prior to the interview, Moreno was read the appropriate Interview Preamble, acknowledging the recording. During the interview, Moreno's account of the incident was found to be consistent with his initial written statement given to management, and the subsequent VSS review with no variations noted. Moreno stated he observed Alzate and Campbell in a verbal argument regarding Campbell consistently missing transitioning freight as he (Campbell) split the belt. Moreno stated as the two continued to argue, Campbell did intentionally hit Alzate with his shoulder (shoulder charge/bump), causing Alzate to step back. At that point, Campbell and Alzate were face to face as they continued to argue. Moreno stated he then observed Alzate remove a box cutter from his belt and walk towards Campbell, the situation then escalated to a physical altercation. Moreno stated he then jumped over the belt and assisted in separating Alzate and Campbell. Moreno stated he did not see any apparent injuries to Alzate, or Campbell, and he was not injured as a result of the incident.

On May 19, 2021, I conducted audio recorded interviews of the following employees regarding the listed incident. Prior to the interview, all employees were read the appropriate Interview Preamble, acknowledging the recording.

Operations Manager Robert Mejia EE# 251275:

During the interview, Mejia's account of the incident was found to be consistent with the several written statements given to management, and the subsequent VSS review with no variations noted. Mejia stated he became aware of the incident when he noticed a commotion at the end of the LGA/Flushing belt involving several couriers. When he arrived at the incident location, he observed several couriers attempting to separate Alzate and Campbell, he was unable to hear any specific communication between Alzate and Campbell, however he was able to see Alzate in possession of the box cutter. Mejia stated Alzate and Campbell were separated a short time after he arrived, he did not observe any injuries and neither Alzate or Campbell requested an ambulance or police assistance. Mejia stated he spoke with Campbell shortly after the incident, who stated the incident stemmed from Alzate continually complaining about him (Campbell) missing freight during AM sorts, resulting in recycle that Alzate was then responsible to process. Mejia stated he was given the box cutter possessed by Alzate during the incident from LGAA Courier Anthony Hernandez EE# 4004169, who was involved in separating Alzate and Campbell. When asked, Mejia stated he did not request the police to respond as there were no apparent or reported injuries and he felt the situation was contained and under control.

Courier Anthony Fernandez EE# 4004169:

During the interview, Hernandez's account of the incident was found to be consistent with his initial written statement given to management, and the subsequent VSS review with no variations noted. Hernandez stated he was on the phone with a member of management when he noticed Alzate and Campbell involved in a physical altercation where he observed Alzate with the box cutter in his hand, holding it at the head/neck level of Campbell. At that point, Campbell was struggling with Alzate over control of the box cutter. Hernandez stated he was unable to hear the specific communication between Alzate and Campbell. Hernandez stated he and several other employees jumped over the belt to separate Alzate and Campbell, as the two were separated he was able to take possession of the box cutter from Alzate. Hernandez stated he did not observe any apparent injuries to Alzate or Campbell or anyone involved and was not injured as a result of the incident.

Hernandez's statement of being on the phone with management has been verified by LGAA Operations Manager Monty Bovell EE# 946349.

Courier Aldemel Spencer EE# 5117595:

During the interview, Spencer's account of the incident was found to be consistent with his initial written statement given to management, and the subsequent VSS review with no variations noted. Spencer stated he was working a split position, in close proximity to Campbell, when he observed Alzate and Campbell in an apparent argument that quickly escalated to a physical altercation. Spencer stated as the altercation continued, he noticed Alzate had a box cutter in his hand and the two were struggling for control of the weapon. At that point, he (Spencer) ran down to separate the two. Spencer stated he was unable to hear the specific communication between Alzate and Campbell. With the assistance of other employees, he was able to separate the two and walked Campbell away from the incident location. Spencer stated he did

not observe any apparent injuries to Alzate or Campbell and he was not injured as a result of the incident.

Courier Kevin Campbell EE# 526117 (subject):

During the interview, Campbell's account of the incident was found to be consistent with his initial written statement given to management and the subsequent VSS review with no variations noted. Campbell stated at the time of the incident, he was confronted by Alzate regarding (Campbell) missing freight at his assigned split point. Campbell stated Alzate had confronted him several times in the past about the issue and had been verbally abusive towards him (Campbell) several times in regards. Campbell stated during the listed incident, Alzate pushed a box towards him, hitting his right arm, he was not injured in any way. Campbell stated he was angered as a result of being hit by the package and stepped towards Alzate, asking him what his (Alzate) problem was. Campbell did admit to stepping towards Alzate, standing face to face with him, and that his actions could have been intimidating towards Alzate because of the age and size difference between the two. Campbell denied making any type of physical contact with Alzate. As the two were face to face, Campbell stated he saw Alzate take the box cutter from his belt, extend the blade, and begin to advance towards him as he (Campbell) stepped back. Campbell stated at that point, he grabbed Alzate's arm, attempting to take the box cutter from him, the physical altercation continued until the two were separated by other employees. Campbell stated he made every effort to use the minimal amount of force during the confrontation, saying his main concern was taking the box cutter from Alzate and keeping his job. Campbell stated he was walked away from the incident location by Spencer, who stated to him that he witnessed Alzate hit him (Campbell) with a box. Campbell stated he did not request anyone to notify the police. When asked, Campbell stated he would consider filing a police report sometime in the future, however he declined to at that time. Campbell stated he did not remember the context of the conversation he had with Alzate during the incident. Campbell stated he was not injured in any way as a result of the incident.

Handler Augusto Alzate EE# 5112103 (subject):

FedEx Express LGAA Operations Manager Kelvin Recio EE# 927997 was present during the interview to assist with any language barrier that might have occurred. During the interview, Alzate's account of the incident was found to be contradictory at times and not consistent with the VSS review.

Alzate admitted to confronting Campbell in an agitated state regarding missing transitioning freight at his split position, causing recycle on a consistent basis. Alzate stated he did push a box towards Campbell to show him that he was missing freight, however he was unsure if the package hit Campbell. Alzate stated Campbell did intentionally hit him in the chest area while repeatedly saying, fuck you, NI!&#r, what are you going to do. Alzate stated Campbell made contact with him in what he described as a chest bump; however, he was not injured. Alzate stated when Campbell approached him, he did take the box cutter out of his belt but only to scare Campbell as he (Alzate) was intimidated. When asked if his only intention was to scare Campbell by showing him the boxcutter why did he (Alzate) need to extend the blade and raise it to Campbell's neck/face level, Alzate insisted it was still only to scare Campbell. Alzate stated while holding the box cutter to Campbell, he (Alzate) was not exerting any force, he continued saying if he wanted to cut Campbell, he could have. Alzate's statement of not using any force while holding the box cutter to Campbell was inconsistent with the applicable VSS, witness interviews and written statements. Alzate was unable to explain the contradiction of his statement relating to the amount of force used with the box cutter in comparison to the VSS

footage that clearly showed he and Campbell in a volatile struggle, to the point where Campbell was using both of his hands to control his (Alzate) one hand with the box cutter, and why it took several employees several seconds to separate the two. When asked, Alzate stated he never requested an ambulance or police assistance as he was not injured in any way, he continued saying the police were unnecessary. Alzate stated he was not injured in any way as a result of this incident.

On May 19, 2021, the investigation into this matter was concluded. The facts and circumstances of this investigation were reviewed with LGAA Senior Manager Eric Warnders #342531 for the appropriate attention.

On May 25, 2021, both Alzate and Campbell were terminated at the direction of Warnders for violation of FedEx Express Policy 2-5.

Respectfully Submitted,

James Cahill Employee # 803903  
Sr. Security Specialist  
Americas and Aviation Security  
646.430.2777  
james.cahill@fedex.com

<b>C-11248947-G2Y4P9 Workplace Violence : Co-worker</b>	
Priority	High
Status	Resolved
Stage	Resolve
Location	LGAA - 0000111 - FDX EXP/MASPEH
OpCo	FXE:Express
Lead Investigator Contact	James Cahill
Case Owner	Christopher Borka
Created By	CRMSSPService1 #
Created On	5/18/2021 5:01:00 PM GMT
Modified By	Christopher Borka
Modified On	6/2/2021 2:02:00 PM GMT
Case Summary	<p>On 05/18/21, two LGAA employees were involved in a physical altercation that required several other employees to intervene separating the two to prevent further escalation. During the altercation one of the employees removed a boxcutter from his belt area, menacing/threatening the other. The altercation was quickly brought under control and there were apparent or no reported injuries. Both employees were suspended with pay by LGAA management pending the outcome of the investigation and escorted from the facility without further incident.</p> <p>On May 18, 2021, an investigation was initiated regarding a reported incident of WPV that occurred during the May 18, 2021 FedEx Express LGAA AM sort process. It was reported FedEx Express LGAA Handler Augusto Alzate and LGAA Courier Kevin Campbell were involved in a verbal altercation that quickly escalated to a physical confrontation, requiring several employees to intervene. In addition, it was reported during the altercation, Alzate pulled a box cutter from his waist area, menacing/threatening Campbell. There were no reported injuries.</p> <p>On May 19, 2021, I concluded interviews with all pertinent individuals involved. The result of this investigation appeared to show both Alzate and Campbell were in clear violation of the Workplace Violence Policy.</p> <p>On May 19, 2021, the investigation into this matter was concluded. The facts and circumstances of this investigation were reviewed with LGAA Senior Manager Eric Warnders for the appropriate attention.</p> <p>On May 25, 2021, both Alzate and Campbell were terminated at the direction of Warnders for violation of FedEx Express Policy 2-5.</p>
Document Attachments	<p>05-18-21-WPV-LGAA-1 (2).mp4          05-18-21-WPV-Box Cutter-2-Blade Extended.jpg          05-18-21-WPV-Box Cutter-1.jpg          05-18-21-WPV-LGAA-1 (1).mp4          C-11248947-G2Y4P9 WPV LGAA Cahill-Final.doc          Spencer INT 05-19-21.WMA          Alzate 2 INT 05-19-21.WMA          Mejia INT 05-19-21.WMA          Fernandez INT 05-19-21.WMA          Moreno INT 05-18-21.WMA          Alzate INT 05-19-21.WMA          Campbell INT 05-19-21.WMA</p>
<b>Case Details</b>	
Adult/Juvenile	
Agency Information	
Alert Line Report Number	
Anyone else notified	No
Area	
Auto Resolution Reason Desc	
Auto Resolution Type	

**C-11248947-G2Y4P9 Workplace Violence : Co-worker**

Background Noise	
Bomb Description	
Bomb Type	
Building	
Call Date and Time	GMT
Caller Call From	
Callers Accent	
Callers Age	
Callers Location Address	
Callers Message	
Callers Name	
Callers Race	
Callers Sex	
Case Association	
Case Number	C-11248947-G2Y4P9
Case Resolution Approval	Yes
Case Resolution Approval Comments	
Case Resolution Approval Date	6/2/2021 GMT
Case Resolution Approval Status	Approved
Case Resolution Approved By	Christopher Borka
Case Resolution Request Date	6/2/2021 GMT
Case Resolution Requested By	James Cahill
Case SHUB ID	24391074
Case Stage	Default Value
Case Type	Workplace Violence : Co-worker
Case Type Code	Workplace Violence
CENI Number	
Chargeable Location	
Chargeable Location Date	GMT
Checked Scan History	No
Child Cases	
Classification Date	5/18/2021 GMT
Cold Case Date	GMT
CommCenter FedEx ID Number	
Commodity	
Commodity Estimated Value	
Commodity Group	
Contact Manager?	Yes
Contact Reporting Person	Yes
Damage	No
Date Assigned	5/18/2021 GMT
Date Occurred	5/18/2021 12:24:00 PM GMT
Date Resolved	6/2/2021 2:02:00 PM GMT
Declared Value	0
Declared Value Base	0
Destination District Code	
Destination Location Code	
Disputed Delivery	No
Driver	
Driver Hospitalized?	
Driver Injured?	
Driver Kidnapped?	

**C-11248947-G2Y4P9 Workplace Violence : Co-worker**

Drivers License Country	
Drivers License Number	
Drivers License State	
DVX Account	No
ESQI Claim	No
Event Place	Station / Terminal
FedEx Vehicle Number	
FileCounter	12
Firearms	No
Followed Up with OpsFacilities?	No
Fraud Investigation Type	
GPS Activated?	
GPS Used in Vehicle Recovery?	
High Profile Shipper	No
If No Why?	
If Yes What is the Contact Info?	LGAA Mgt
If Yes Who?	
Ignition Wired Punched	
Inbound Shipment #	
Inbound Shipment Date	
Incident Location	
Incident Location Address Line 1	58-60 55 Drive
Incident Location Address Line 2	
Incident Location City	
Incident Location Country	US:UNITED STATES
Incident Location Name	FXE-LGAA - LGAA
Incident Location Postal Code	11378
Incident Location State	NY:NEW YORK
Incident Type Code	
Internal Commodity Category	
Involved FedEx CTM	
Is Cold Case?	No
Is Corporate Vehicle?	No
Is CTM Lead Investigator?	No
Is Duplicate?	
Is Forced?	
Is Reviewed?	No
Is Shipment Found?	
Keys Accessible	
Language Characteristics	
Last Reassigned Date	GMT
Last Updated Source Date	GMT
Last Updated Source Name	WPVPF
Lead Investigator	James Cahill-LGAA
Legal Request Deliverable Number	
License Plate	
Manner of Speech	
Manual Resolved?	Yes
Manually Created?	No
National Account Number	
Notify Law Enforcement Agency	No
Number of Stolen Shipments	0

**C-11248947-G2Y4P9 Workplace Violence : Co-worker**

Origin Location Code	
Other Events	
Overgoods	No
Overgoods Reference Number	
Parent Case	
Parties Involved	No
Physical Violence Occurred	Yes
POD Location Code	
Point of Entry	
Point of Failure	
Premium Services	
Reason	
Reassign Case	No
Reassign to User	
Reassignment Description	
Reassignment Reason	
Reassignment Script Flag	No
Record Received By	
Record Stored By	
Record Stored Date	
Reporting Hierarchy	803903
Resolution Status	Resolved Security
Resolution Type	Subject: Terminated/Disqualified
Scan Detail	No
Scan Exception	No
Service Type	
Ship Date	
Shipment Number	
Shipments in Vehicle	
Shipper Account Number	
Signature Dispute	No
Signature Release	
Speech Characteristics	
SSP Received Date	GMT
SSP Received in Full	No
Status by Type	Resolved Security
Status Reason	Information Provided
Transitioned To eSIMS Flag	
Vehicle Branded	
Vehicle Damage	
Vehicle Locks Operable	
Vehicle Make	
Vehicle Model Number	
Vehicle Ownership	
Vehicle Recovered	
Vehicle Type Code	
Vehicle Type Other	
Vehicle Year	
VIN Number	
Voice Characteristics	
Was WPVP Expert Consulted?	No
Weapon Description	Box Cutter
Weapons Involved	Yes

**C-11248947-G2Y4P9 Workplace Violence : Co-worker**

Web Form Detail	<p>Case Opco: FXE - Express Case Type: Workplace Violence: Unclassified</p> <p>Case Occurred Date: 05/18/2021 12:24 PM GMT</p> <p>Location Name: FXE-LGAA Location Code: LGAA Location Address Line 1: 58-60 55 Drive Location State/Province: NEW YORK Location Country: UNITED STATES Location Postal Code: 11378</p> <p>Involvement type: Reporting Person Contact Type: FedEx Employee Opco: FXE - Express First Name: James Last Name: Cahill Job Title: Sr Security Specialist Phone Number: +1 (718) 8943305 Mobile Number: +1 (646) 4302777 Email Address: james.cahill@fedex.com FedEx ID Nbr: 803903 Address Line 1: 58 60 55 Drive Country: UNITED STATES State/Province: NEW YORK City: Maspeth Postal Code: 11378 Gender: Male Department: Security / Eastern Region Manager FedEx Id Nbr: 5030616</p> <p>Involvement type: Subject Contact Type: FedEx Employee Opco: FXE - Express First Name: Augusto Last Name: Alzate Job Title: Handler (Non-DOT) - Warehouse Phone Number: +1 (718) 894-3305 Email Address: augusto.alzate@fedex.com FedEx ID Nbr: 5112103 Address Line 1: 58 60 55 Drive Country: UNITED STATES State/Province: NEW YORK City: Maspeth Postal Code: 11378 Gender: Male Department: Sta Ops / Laguardia (LGA) Manager FedEx Id Nbr: 104644 Approx Age: 41-50 years</p> <p>Involvement type: Witness Contact Type: FedEx Employee Opco: FXE - Express</p>
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**C-11248947-G2Y4P9 Workplace Violence : Co-worker**

First Name: Anthony  
Last Name: Fernandez  
Job Title: Courier/Swing Drvr/DOT  
Phone Number: +1 (718) 8943305  
Email Address: anthonyfernandez@fedex.com  
FedEx ID Nbr: 4004169  
Address Line 1: 58 60 55 Drive  
Country: UNITED STATES  
State/Province: NEW YORK  
City: Maspeth  
Postal Code: 11378  
Gender: Male  
Department: Sta Ops / Laguardia (LGA)  
Manager FedEx Id Nbr: 531100

Involvement type: Subject  
Contact Type: FedEx Employee  
Opc: FXE - Express  
First Name: Kevin  
Last Name: Campbell  
Job Title: Courier/Non-Driver  
Phone Number: +1 (718) 894-3305  
Email Address: kevincampbell2@fedex.com  
FedEx ID Nbr: 5261177  
Address Line 1: 58 60 55 Drive  
Country: UNITED STATES  
State/Province: NEW YORK  
City: Maspeth  
Postal Code: 11378  
Gender: Male  
Department: Sta Ops / Laguardia (LGA)  
Manager FedEx Id Nbr: 946349  
Approx Age: 21-30 years

Involvement type: Witness  
Contact Type: FedEx Employee  
Opc: FXE - Express  
First Name: Aldemel  
Last Name: Spencer  
Job Title: Courier/Swing Drvr/DOT  
Phone Number: +1 (718) 894-3305  
Email Address: aldemel.spencer@fedex.com  
FedEx ID Nbr: 5117595  
Address Line 1: 58 60 55 Drive  
Country: UNITED STATES  
State/Province: NEW YORK  
City: Maspeth  
Postal Code: 11378  
Gender: Male  
Department: Sta Ops / Laguardia (LGA)  
Manager FedEx Id Nbr: 946349

Involvement type: Witness

**C-11248947-G2Y4P9 Workplace Violence : Co-worker**

	Contact Type: FedEx Employee Opc: FXE - Express First Name: Jose Last Name: Moreno Job Title: Courier/Non-DOT Phone Number: +1 (718) 894-3305 Email Address: jose.l.moreno@fedex.com FedEx ID Nbr: 5194912 Address Line 1: 58 60 55 Drive Country: UNITED STATES State/Province: NEW YORK City: Maspeth Postal Code: 11378 Gender: Male Department: Sta Ops / Laguardia (LGA) Manager FedEx Id Nbr: 531100
When To Explode	
Where Did Incident Occur	
WPV Date Time	GMT
WPV Type of Threat	Physical
WPVP Customer Present	No
WPVP Expert Comments	
WPVP Media Notification	No

**Involvement - C-11248947-G2Y4P9- James Cahill**

**Type - Reporting Person**

Created By	CRMSSPService1 #
Created On	5/18/2021 5:01:00 PM GMT
Status	Active
Case	C-11248947-G2Y4P9 Workplace Violence : Co-worker
Contact Type	FedEx Employee
Involvement Type	Reporting Person
OpCo	FXE:Express
FedEx ID Number	803903
First Name	James
Last Name	Cahill
Job Title	Sr Security Specialist
Additional Details	Detail submitted via web form. Gender: Male Department: Security / Eastern Region Manager FedEx Id Nbr: 5030616 Length Of Service: Approx Age:
Address Line 1	58 60 55 Drive
Address Line 2	
Agency Name	
Arrest Date	
Badge Number	
Business Phone	+1 (718) 8943305
Charged Date	
Charges Filed	
City	Maspeth
Confessed	No
Contact	James Cahill
Country	US:UNITED STATES
Email	james.cahill@fedex.com
Full Part Time	
Hire Date	
Interviewed	
Involvement SHUB ID	906611
Mobile Phone	+1 (646) 4302777
Modified By	CRMSSPService1 #
Modified On	5/19/2021 4:08:00 AM GMT
No Trespass Letter	No
Owner	James Cahill
Phone Number	
Postal Code	11378
Prosecuted	No
Reporting Hierarchy	
Security Evaluation	
Staffing Agency	
State Province	NY:NEW YORK
Status Reason	Active
Subject Arrested	
Subject Received Verbal Counseling	
Subject Received Warning Letter	

**Involvement - C-11248947-G2Y4P9- James Cahill**

**Type - Reporting Person**

Subject Received Written Counseling	
Subject Received Warren Letter	No
Subject Suspended	
Subject Terminated	
Suspension Date	
Termination Date	
Termination Type	
Verbal Counseling Date	
Voluntary or Involuntary Termination	
Written Counseling Date	
Written Warning Date	
CSP Authorized Officer	
CSP Entity	
CSP ID	

**Involvement - C-11248947-G2Y4P9- Augusto Alzate**

**Type - Subject**

Created By	CRMSSPService1 #
Created On	5/18/2021 5:01:00 PM GMT
Status	Active
Case	C-11248947-G2Y4P9 Workplace Violence : Co-worker
Contact Type	FedEx Employee
Involvement Type	Subject
OpCo	FXE:Express
FedEx ID Number	5112103
First Name	Augusto
Last Name	Alzate
Job Title	Handler (Non-DOT) - Warehouse
Additional Details	Detail submitted via web form. Gender: Male Department: Sta Ops / Laguardia (LGA) Manager FedEx Id Nbr: 104644 Length Of Service: Approx Age: 41-50 years
Address Line 1	58 60 55 Drive
Address Line 2	
Agency Name	
Arrest Date	
Badge Number	
Business Phone	+1 (718) 894-3305
Charged Date	
Charges Filed	No
City	Maspeth
Confessed	Yes
Contact	Augusto Alzate
Country	US:UNITED STATES
Email	augusto.alzate@fedex.com
Full Part Time	
Hire Date	
Interviewed	In Person Interview
Involvement SHUB ID	906612
Mobile Phone	
Modified By	CRMSSPService1 #
Modified On	6/2/2021 1:50:00 PM GMT
No Trespass Letter	No
Owner	James Cahill
Phone Number	
Postal Code	11378
Prosecuted	No
Reporting Hierarchy	
Security Evaluation	
Staffing Agency	
State Province	NY:NEW YORK
Status Reason	Active
Subject Arrested	No
Subject Received Verbal Counseling	No
Subject Received Warning Letter	No

<b>Involvement - C-11248947-G2Y4P9- Augusto Alzate</b>	
<b>Type - Subject</b>	
Subject Received Written Counseling	No
Subject Received Warren Letter	No
Subject Suspended	Yes
Subject Terminated	Yes
Suspension Date	5/19/2021
Termination Date	5/25/2021
Termination Type	Terminations (WPV)
Verbal Counseling Date	
Voluntary or Involuntary Termination	Voluntary
Written Counseling Date	
Written Warning Date	
CSP Authorized Officer	
CSP Entity	
CSP ID	

<b>Involvement - C-11248947-G2Y4P9- Anthony Fernandez</b>	
<b>Type - Witness</b>	
Created By	CRMSSPService1 #
Created On	5/18/2021 5:01:00 PM GMT
Status	Active
Case	C-11248947-G2Y4P9 Workplace Violence : Co-worker
Contact Type	FedEx Employee
Involvement Type	Witness
OpCo	FXE:Express
FedEx ID Number	4004169
First Name	Anthony
Last Name	Fernandez
Job Title	Courier/Swing Drvr/DOT
Additional Details	Detail submitted via web form. Gender: Male Department: Sta Ops / Laguardia (LGA) Manager FedEx Id Nbr: 531100 Length Of Service: Approx Age:
Address Line 1	58 60 55 Drive
Address Line 2	
Agency Name	
Arrest Date	
Badge Number	
Business Phone	+1 (718) 8943305
Charged Date	
Charges Filed	
City	Maspeth
Confessed	No
Contact	Anthony Fernandez
Country	US:UNITED STATES
Email	anthonyfernandez@fedex.com
Full Part Time	
Hire Date	
Interviewed	
Involvement SHUB ID	906613
Mobile Phone	
Modified By	CRMSSPService1 #
Modified On	5/19/2021 4:08:00 AM GMT
No Trespass Letter	No
Owner	James Cahill
Phone Number	
Postal Code	11378
Prosecuted	No
Reporting Hierarchy	
Security Evaluation	
Staffing Agency	
State Province	NY:NEW YORK
Status Reason	Active
Subject Arrested	
Subject Received Verbal Counseling	
Subject Received Warning Letter	

<b>Involvement - C-11248947-G2Y4P9- Anthony Fernandez</b>	
<b>Type - Witness</b>	
Subject Received Written Counseling	
Subject Received Warren Letter	No
Subject Suspended	
Subject Terminated	
Suspension Date	
Termination Date	
Termination Type	
Verbal Counseling Date	
Voluntary or Involuntary Termination	
Written Counseling Date	
Written Warning Date	
CSP Authorized Officer	
CSP Entity	
CSP ID	

**Involvement - C-11248947-G2Y4P9- Kevin Campbell**

**Type - Subject**

Created By	CRMSSPService1 #
Created On	5/18/2021 5:01:00 PM GMT
Status	Active
Case	C-11248947-G2Y4P9 Workplace Violence : Co-worker
Contact Type	FedEx Employee
Involvement Type	Subject
OpCo	FXE:Express
FedEx ID Number	5261177
First Name	Kevin
Last Name	Campbell
Job Title	Courier/Non-Driver
Additional Details	Detail submitted via web form. Gender: Male Department: Sta Ops / Laguardia (LGA) Manager FedEx Id Nbr: 946349 Length Of Service: Approx Age: 21-30 years
Address Line 1	58 60 55 Drive
Address Line 2	
Agency Name	
Arrest Date	
Badge Number	
Business Phone	+1 (718) 894-3305
Charged Date	
Charges Filed	No
City	Maspeth
Confessed	No
Contact	Kevin Campbell
Country	US:UNITED STATES
Email	kevincampbell2@fedex.com
Full Part Time	
Hire Date	
Interviewed	In Person Interview
Involvement SHUB ID	906614
Mobile Phone	
Modified By	CRMSSPService1 #
Modified On	6/2/2021 1:52:00 PM GMT
No Trespass Letter	No
Owner	James Cahill
Phone Number	
Postal Code	11378
Prosecuted	No
Reporting Hierarchy	
Security Evaluation	
Staffing Agency	
State Province	NY:NEW YORK
Status Reason	Active
Subject Arrested	No
Subject Received Verbal Counseling	No
Subject Received Warning Letter	No

<b>Involvement - C-11248947-G2Y4P9- Kevin Campbell</b>	
<b>Type - Subject</b>	
Subject Received Written Counseling	No
Subject Received Warren Letter	No
Subject Suspended	Yes
Subject Terminated	Yes
Suspension Date	5/19/2021
Termination Date	5/25/2021
Termination Type	Terminations (WPV)
Verbal Counseling Date	
Voluntary or Involuntary Termination	Voluntary
Written Counseling Date	
Written Warning Date	
CSP Authorized Officer	
CSP Entity	
CSP ID	

## Involvement - C-11248947-G2Y4P9- Aldemel Spencer

### Type - Witness

Created By	CRMSSPService1 #
Created On	5/18/2021 5:01:00 PM GMT
Status	Active
Case	C-11248947-G2Y4P9 Workplace Violence : Co-worker
Contact Type	FedEx Employee
Involvement Type	Witness
OpCo	FXE:Express
FedEx ID Number	5117595
First Name	Aldemel
Last Name	Spencer
Job Title	Courier/Swing Drvr/DOT
Additional Details	Detail submitted via web form. Gender: Male Department: Sta Ops / Laguardia (LGA) Manager FedEx Id Nbr: 946349 Length Of Service: Approx Age:
Address Line 1	58 60 55 Drive
Address Line 2	
Agency Name	
Arrest Date	
Badge Number	
Business Phone	+1 (718) 894-3305
Charged Date	
Charges Filed	
City	Maspeth
Confessed	No
Contact	Aldemel Spencer
Country	US:UNITED STATES
Email	aldemel.spencer@fedex.com
Full Part Time	
Hire Date	
Interviewed	
Involvement SHUB ID	906615
Mobile Phone	
Modified By	CRMSSPService1 #
Modified On	5/19/2021 4:08:00 AM GMT
No Trespass Letter	No
Owner	James Cahill
Phone Number	
Postal Code	11378
Prosecuted	No
Reporting Hierarchy	
Security Evaluation	
Staffing Agency	
State Province	NY:NEW YORK
Status Reason	Active
Subject Arrested	
Subject Received Verbal Counseling	
Subject Received Warning Letter	

<b>Involvement - C-11248947-G2Y4P9- Aldemel Spencer</b>	
<b>Type - Witness</b>	
Subject Received Written Counseling	
Subject Received Warren Letter	No
Subject Suspended	
Subject Terminated	
Suspension Date	
Termination Date	
Termination Type	
Verbal Counseling Date	
Voluntary or Involuntary Termination	
Written Counseling Date	
Written Warning Date	
CSP Authorized Officer	
CSP Entity	
CSP ID	

**Involvement - C-11248947-G2Y4P9- Jose Moreno**

**Type - Witness**

Created By	CRMSSPService1 #
Created On	5/18/2021 5:01:00 PM GMT
Status	Active
Case	C-11248947-G2Y4P9 Workplace Violence : Co-worker
Contact Type	FedEx Employee
Involvement Type	Witness
OpCo	FXE:Express
FedEx ID Number	5194912
First Name	Jose
Last Name	Moreno
Job Title	Courier/Non-DOT
Additional Details	Detail submitted via web form. Gender: Male Department: Sta Ops / Laguardia (LGA) Manager FedEx Id Nbr: 531100 Length Of Service: Approx Age:
Address Line 1	58 60 55 Drive
Address Line 2	
Agency Name	
Arrest Date	
Badge Number	
Business Phone	+1 (718) 894-3305
Charged Date	
Charges Filed	
City	Maspeth
Confessed	No
Contact	Jose Moreno
Country	US:UNITED STATES
Email	jose.l.moreno@fedex.com
Full Part Time	
Hire Date	
Interviewed	
Involvement SHUB ID	906616
Mobile Phone	
Modified By	CRMSSPService1 #
Modified On	5/19/2021 4:08:00 AM GMT
No Trespass Letter	No
Owner	James Cahill
Phone Number	
Postal Code	11378
Prosecuted	No
Reporting Hierarchy	
Security Evaluation	
Staffing Agency	
State Province	NY:NEW YORK
Status Reason	Active
Subject Arrested	
Subject Received Verbal Counseling	
Subject Received Warning Letter	

<b>Involvement - C-11248947-G2Y4P9- Jose Moreno</b>	
<b>Type - Witness</b>	
Subject Received Written Counseling	
Subject Received Warren Letter	No
Subject Suspended	
Subject Terminated	
Suspension Date	
Termination Date	
Termination Type	
Verbal Counseling Date	
Voluntary or Involuntary Termination	
Written Counseling Date	
Written Warning Date	
CSP Authorized Officer	
CSP Entity	
CSP ID	

**C-11248947-G2Y4P9**

**Notes Created On - 5/18/2021 7:53:00 PM GMT**

**Notes Created By - James Cahill**

Title	
Description	<p>On 05/18/21 an investigation was initiated regarding a reported incident of WPV that occurred during the 05/18/21 LGAA AM sort process. It was reported FXE-LGAA Handler Augusto Alzate EE# 5112103 and LGAA Courier Kevin Campbell EE# 5261177 were involved in a physical altercation that quickly escalated requiring several employees to intervene preventing the incident from escalating further. It was reported during the reported altercation Alzate pulled a box cutter from his waist area and menaced/threatening Campbell. There were no reported injuries. The circumstances are as follows:</p> <ul style="list-style-type: none"><li>On 05/18/21, Alzate and Campbell were involved in a verbal altercation during the AM sort process after Alzate confronted Campbell about failing to properly split the transitioning freight. During the physical altercation Alzate removed a box cutter from his waist area menacing/threatening Campbell.</li><li>The incident was brought under control by other LGAA employees who physically separated Alzate and Campbell, there were no reported or apparent injuries.</li><li>As a result, both Campbell and Alzate were suspended with pay by LGAA management and escorted from the facility without further incident.</li><li>A review of the applicable VSS footage utilizing LGAA Camera Back Belt Flush-Split showed the following:<ul style="list-style-type: none"><li>0823:40 shows Alzate approaching Campbell's work area in a clearly agitated state, flailing his arms, and pushing several packages in Campbell's direction.</li><li>0823:50 Campbell is observed aggressively approaching Alzate making physical contact with Alzate in the chest area causing him (Alzate) to take several steps back.</li><li>0823:58 Alzate is observed removing an orange handled box cutter from a utility pouch secured to the right side of his belt area, extend the blade then advancing towards Campbell.</li><li>0824:01 Alzate and Campbell out of camera view.</li></ul></li><li>VSS footage utilizing LGAA Camera Back Belt Gama-Flush showed the following:<ul style="list-style-type: none"><li>0824:01 X 08:24:30 Alzate and Campbell are observed in a violent physical struggle over control of the box cutter that is clearly in Alzate's right hand at head level of Campbell. The review showed it took approximately (00:30) thirty seconds for several employees to separate the two.</li><li>0824:35 Campbell and Alzate are separated by several employees and the box cutter was removed from Alzate.</li></ul></li><li>A review of Alzate's written statement was not consistent with the VSS review, Alzate stated the box cutter was in his hand because he used it to repack boxes, the VSS review clearly shows the box cutter was secured in a utility pouch on the right side of his waist area when he (Alzate) intentionally takes it out, extending the blade then advancing towards Campbell.</li><li>A review of the other witness statements obtained by management were consistent with the VSS review.</li><li>LGAA management confirms Alzate's job function is to repack packages as well as process smalls bags that are processed during the sort, Alzate being in possession of the cutting instrument is necessary to perform his job functions.</li><li>Interviews are scheduled for 05/19/21.</li><li>As of this report both Alzate and Campbell remain suspended pending the outcome of this investigation.</li><li>Submitted for your information.</li></ul> <p>James Cahill   Sr. Security Specialist   Eastern Region Security   LGAA   Mobile: 646-430-2777 58-60 55 Drive Maspeth, NY 11378   james.cahill@fedex.com</p>
Regarding	C-11248947-G2Y4P9

**C-11248947-G2Y4P9**

**Notes Created On - 5/18/2021 7:53:00 PM GMT**

**Notes Created By - James Cahill**

Regarding Type	Case
Created By	James Cahill
Created On	5/18/2021 7:53:00 PM GMT
Modified By	CRMSSPService1 #
Modified On	5/19/2021 2:27:00 AM GMT
Note ID	613362b2-12b8-eb11-83ae-00505680cb61
Owner	Christopher Borka

**C-11248947-G2Y4P9**

**Notes Created On - 5/18/2021 7:52:00 PM GMT**

**Notes Created By - James Cahill**

Title	eMail-Bullets
Description	
Regarding	C-11248947-G2Y4P9
Regarding Type	Case
Created By	James Cahill
Created On	5/18/2021 7:52:00 PM GMT
Modified By	CRMSSPService1 #
Modified On	5/19/2021 2:27:00 AM GMT
Note ID	fd388881-12b8-eb11-83b0-00505680cbda
Owner	Christopher Borka